

2007 NAVY CHIEF OF INFORMATION MERIT AWARD WINNER

# SHIPYARD LOG

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Pearl Harbor Naval Shipyard News and Information Since 1943

August 2008



## ***Vision 2012***

**Setting the stage for success**



*A National Treasure • 1908-2008 • A Century of Service*



# [Commander's Corner]



## Safety

By Capt. Gregory Thomas, Shipyard Commander

We will not work if we cannot work safely.

Last month, we held a safety stand-down at Pearl Harbor Naval Shipyard. The purpose was to refocus ourselves on the fundamentals of safety.

Stopping work for a safety stand-down in a 4,700-person operation is a very significant action to take. The impact of stopping work on O.U.R. (Ownership, Urgency, Results) performance can be considerable. However, not reacting to indicators of potential problems is more significant.

As O.U.R. Command Philosophy states: We are each responsible and accountable for Command success and for each other's success. Taking proactive actions to ensure each other's safety is a key element of being accountable to each other. O.U.R. worst Shipyard day — when a fellow worker leaves here injured or worse — can never be made up by any good days.

The stand-down was held in response to indicators that may have seemed minor individually but, when viewed as a group, made clear we were at risk of violating requirements if trends continued. In some cases, the risks we were taking were very disturbing.

In the past year, there have been at least three major fires onboard U.S. Navy ships. In two of the fires, shipyard workers were burned, some of them critically. In both cases, investigators believe the fires were caused by a buildup of combustible fumes that were ignited by shipyard work. In the third case, the shipboard fire burned for more than 11 hours with damages that will run in the tens of millions of dollars to repair. The investigation revealed that workers and supervisors were at fault due to errors dealing with hazardous material receipt and stowage, and unauthorized smoking.

I personally found numerous cigarette butts on scaffolding below the flood grates for USS *Cheyenne* (SSN 773), USS *Key West* (SSN 722), and USS *Columbia* (SSN 771), indicating that smoking was occurring near the access to these tanks, tanks in which we were actively doing work or setting up to do work that produces combustible fumes.

It is unlikely a Shipyard employee would survive a fire in a ballast tank; therefore, we can not tolerate any risk-taking in and around tanks. In addition to this potential problem, we experienced small fires in June of this year caused by poor worker, supervisor, and management practices. In one of the fires, we did not properly handle an energized welding lead.

In addition to fire prevention and protection issues and concerns, through our Safety Surveillance program we observed Shipyard employees not properly meet-

ing fall protection requirements, numerous violations of general housekeeping and electrical safety requirements, and many cases of Personal Protective Equipment (PPE) non-compliance.

As a consequence of one of the major shipboard fires that occurred in another shipyard, we increased our surveillances and zone inspections and found a disturbing amount of improperly stowed hazardous material (HAZMAT). O.U.R. program for handling and stowage of HAZMAT is intended to be very "worker/user friendly." All users of HAZMAT are required to be knowledgeable of the use, storage, and disposal requirements of HAZMAT.

One of the first sources of understanding is the Material Safety Data Sheet (MSDS). As we work together, don't assume your co-workers or even you are up to date on the HAZMAT you are working with. Take the time, every time, to read your MSDS and ensure that you are properly protected and that you understand your responsibilities for handling, stowage, and disposal. If you are still unclear, talk to your supervisor or the Safety Office.

How we collectively participate in assuring we have a safe work environment matches very well with changes in O.U.R. behavior as we continue our transformation towards becoming a Learning Organization. Personal Mastery — having discipline to established safety processes; Shared Vision — understanding that we are all committed to the Shipyard's No. 1 priority — safety; Mental Models — taking the time to understand why someone has violated a safety process and working on the system problem and solution behind the violation; Team Learning — truly listening and engaging in dialogue on solutions to safety problems; and finally, Systems Thinking — understanding how the initial steps we take in a process will have downstream effects; e.g., when I draw out a certain amount of HAZMAT late in the day, I need to have a good plan to dispose of it.

I am reading a new book on preventing accidents, "Flirting With Disaster: Why Accidents are Rarely Accidental." In it, the author makes a point that struck home with me and is consistent with some of the spirit of the Learning Organization transformation. The author writes that we all have an obligation to not be bystanders to indicators of problems. We need to report problems and potential problems and need to encourage all those around us to do the same.

By not being bystanders, but by being active reporters and participants in making Pearl Harbor Naval Shipyard the safest work place possible, we will be meeting O.U.R. commitment to each other and to making Pearl Harbor Naval Shipyard "No Ka Oi."



## SHIPYARD LOG

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**Commander**  
Capt. Gregory R. Thomas

**Deputy Commander**  
Capt. Richard E. Verbeke

**Congressional and Public Affairs Officer**  
Mr. Kerry Gershaneck

**Editor**  
Mr. Marshall Fukuki

Commander's Comment Line  
474-4729

### Fraud, Waste & Abuse Hotlines

PHNSY Hotline

471-0555

NAVSEA Hotline

(800) 356-8464

Navy Hotline

(800) 522-3451

DoD Hotline

(800) 424-9098

Safety Hotline  
471-8349

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#### MAILING ADDRESS:

Pearl Harbor Naval Shipyard  
Code 1160 Shipyard Log  
667 Safeguard St., Suite 100  
Pearl Harbor, HI 96860-5033

#### CONTACT INFO:

Telephone: (808) 473-8000 ext. 2580  
Fax: (808) 474-0269

E-mail: marshall.fukuki@navy.mil

#### LOCATION:

The Shipyard Log office is located in the Congressional and Public Affairs Office (Code 1160), Pearl Harbor Naval Shipyard, Building 167, on the fifth floor, Diamond Head end.

#### ON THE COVER:

Shipwrights Chelsea Ancheta (left) and Grant Akamine dismantle staging by Bravo 2 pier. U.S. Navy photo by Marshall Fukuki.

## Our Mission:

**We Keep Them Fit to Fight!**

## Our Vision:

### No Ka Oi

A unified Shipyard Team committed to:

- On-time delivery of high quality submarine and surface ship maintenance at or below customers' expected cost.
- Continuous improvement of our individual and collective capability and capacity.
- Standards for safety, security, and environmental protection second to none.

## Our Values:

- **Honor:** We are accountable for our professional behavior and are mindful of the privilege we have to serve our Nation.
- **Courage:** We have the moral and mental strength to do what is right, with confidence and resolution, even in the face of temptation or adversity.
- **Commitment:** The day-to-day duty of everyone in the Shipyard is to join together as a team to improve the quality of our work and to mutually support each other.

## Our Guiding Principles:

We are rewarded and guided in our daily activities by applying the following principles:

- Safety
- Security
- Leadership
- Accountability
- Integrity and Honesty
- Teamwork
- Respect and Trust
- Excellence

We are committed to the five Learning Organization Disciplines:

- Personal Mastery
- Mental Models
- Shared Vision
- Team Learning
- Systems Thinking

These values and guiding principles are evident in our day-to-day operations and behaviors in support of O.U.R. (Ownership, Urgency, Results) attainment of Quality and Technical Excellence.

# Houston No. 1 priority

The heat is on at Dry Dock 2 and not just because of summer. It's where Pearl Harbor Naval Shipyard is working on USS *Houston* (SSN 713), the boat the U.S. submarine force wants most back out at sea.

Edward Han, president of the Pearl Harbor chapter of the National Association of Superintendents (NAS), predicted, "The USS *Houston* will be the third Docking Selected Restricted Availability (DSRA) completed ahead of schedule, continuing with our commitment to ourselves and to the Navy to becoming an above-average shipyard."

"All the superintendents understand the importance of achieving this and are onboard in providing the support, mentoring and coaching to our workforce and management team," Han said.

Capt. Brian Osgood, Operations Officer, explaining why the submarine is the Shipyard's top priority, said, "*Houston* is the undersea enterprise's No. 1 priority."

Travis Mickey, Pearl Harbor Apprentice Association (PHAA) president, said, "Due to the amount of work and the smaller gang sizes, the apprentices are able to work on many different systems and cover more jobs than usual."

"The amount of knowledge to be gained from a DSRA is an integral part of the apprenticeship program," he said. "*Houston's* DSRA provides apprentices a very fast-paced and hands-on availability and offers the Shipyard the opportunity to return another boat ahead of schedule."

According to Lt. Cmdr. Jonathon VanSlyke, project superintendent for the 38,000 man-day DSRA, *Houston* is considered deployed since her homeport is in Guam.

She arrived at Pearl Harbor in late June and went into dry dock in mid-July. Dry-docking was necessary to do work that is separate from the DSRA set to begin Aug. 18.

The critical path for the availability is a ship alteration (SHIPALT) that will enable *Houston* to operate better in warmer waters.

"It's the first time it's being done at Pearl Harbor and the first time during an SRA," VanSlyke said. Pipe Shop 56 will be the lead shop as the job requires extensive piping modifications.

Other major jobs include a shaft change-out and large Alteration Installation Team (AIT) package for sonar and fire control. The DSRA is planned to complete mid December.

## COMPACFLT:

### 'Well done' for Key West completion



Pearl Harbor Naval Shipyard earned a Bravo Zulu from the commander of the U.S. Pacific Fleet for the early finish in mid-June of what was then the top maintenance priority of the U.S. submarine force in the Pacific.

"Congratulations to Pearl Harbor Naval Shipyard (PHNSY) and the crew of USS *Key West* (SSN 722) on the successful completion of the USS *Key West* extended Selected Restricted Availability (SRA), seven days ahead of schedule," wrote Adm. Robert Willard in a message in July.

"This is PHNSY's second consecutive SRA to complete ... days ahead of schedule. I applaud PHNSY's continued improvement and the efforts of Team *Key West*.

"Thank you for a job well done!"



# Vision 2012: *Progressive improvement*

By Kaipo Crowell, Production Resources Manager

Pearl Harbor Naval Shipyard is on a journey of improvement over the next five years. While we recognize that significant improvement cannot be made overnight, we do expect progressive improvement.

Our Fiscal Year (FY) 2008 Business Plan provided the structured improvement plan and actions to achieve improvement these past 10 months. During this time, we have made progress, resulting in a number of successes.

These achievements include the recent early completion of the USS *Key West* (SSN 722) project, improved waterfront cleanliness and successful outcomes of external audits of several of our programs.

To support our Business Plan actions, our improvement plan requires distinct measures to keep the Shipyard focused and aligned to continuous, progressive improvement.

Vision 2012 provides the annual measures that are monitored to ensure our improvement plan is effective. The measures cover three primary areas — business metrics, project/waterfront support, and organizational behaviors.

The foundation of our improvement is established in our organizational behaviors. Transforming into a Learning Shipyard focuses our efforts in improving these organizational behaviors.

A Learning Shipyard uses the disciplines of a Learning Organization — personal mastery, mental models, team learning, shared vision, and systems thinking — to make changes that improve our organizational behaviors and enhance organizational trust, individual ownership and pride in accomplishments as a team.

The business metrics measure our customers' interests. These metrics include project schedules, cost performance, and safety/quality measures. Our daily execution of work and planning affect these measures.

The project/waterfront support measures include our ability to be a project-centric, wa-

## On Minneapolis-Saint Paul Fuel handling finishes ahead of schedule

By Daniel Yamane, Production Department Refueling Manager

Job well done! Fuel handling operations for the *Minneapolis-Saint Paul* defueling were completed one day ahead of the key event date of July 10.

This is a great **win** for Pearl Harbor Naval Shipyard and it took a “One Shipyard” team effort to get the job done. It required resources from Production, Nuclear Engineering, Radiological Controls, Quality Assurance, Lifting and Handling, ship's force, the other naval shipyards, and the support of outside agencies — all working together to reach this common goal.

Many challenges had to be overcome, but what was most impressive and what makes me very proud to be associated with this team was how everyone responded to the challenges and how they worked together to overcome them.

It is through our actions and how we respond to adversity that truly define our character.

The professionalism of the entire team

exemplified one of our refueling standards — the pursuit of excellence. All defueling key event dates were met on the *Minneapolis-Saint Paul* Inactivation.

Although this is the last reactor servicing operation at Pearl Harbor Naval Shipyard, the people involved performed their jobs with pride and dedication. As the Shipyard transitions toward a new direction, all of these individuals will move on to other areas with the knowledge that they were an integral part of this successful achievement.

As stated by members of O.U.R. (Ownership, Urgency, Results) fuel handling team upon completion of their job, “Pearl Harbor Naval Shipyard (with help from Norfolk, Puget Sound, and Portsmouth naval shipyards) No Ka Oi. Aloha, Reactor Servicing.”

Photo: Members of the day-shift *Minneapolis-Saint Paul* reactor servicing team.



# measures toward Learning Shipyard

terfront-priority Shipyard and the competencies required to achieve this. Supporting our projects and making a difference on the water-front is how we affect these measures.

So, how does Vision 2012 affect you?

Understand that improvement takes some time, so set realistic goals. Know that what you do daily affects achieving the 2012 Vision. Apply what you are doing to the measures of Vision 2012. Establish performance objectives and individual goals that support these measures.

Take individual ownership of your behaviors to support the Vision 2012 organizational behaviors by participating in learning cells,

completing Learning Organization training, and encouraging teamwork when planning and executing work.

## Going Forward

Vision 2012 establishes measures for improvement. Set your sights on these measures. These measures will be posted throughout the Shipyard to remind us of alignment and focus.

Evaluate your daily accomplishments to ensure they align to Vision 2012 and determine if adjustments, in either the vision measures or your accomplishments, are needed.

Provide feedback to your supervisor, department head or directly to me on what is

needed to either achieve Vision 2012 or require adjustments.

We have a destination — Vision 2012. We have our roadmap — FY Business Plan. And we have the most important aspect of the journey — all of us. Let's continue on the road of improvement.

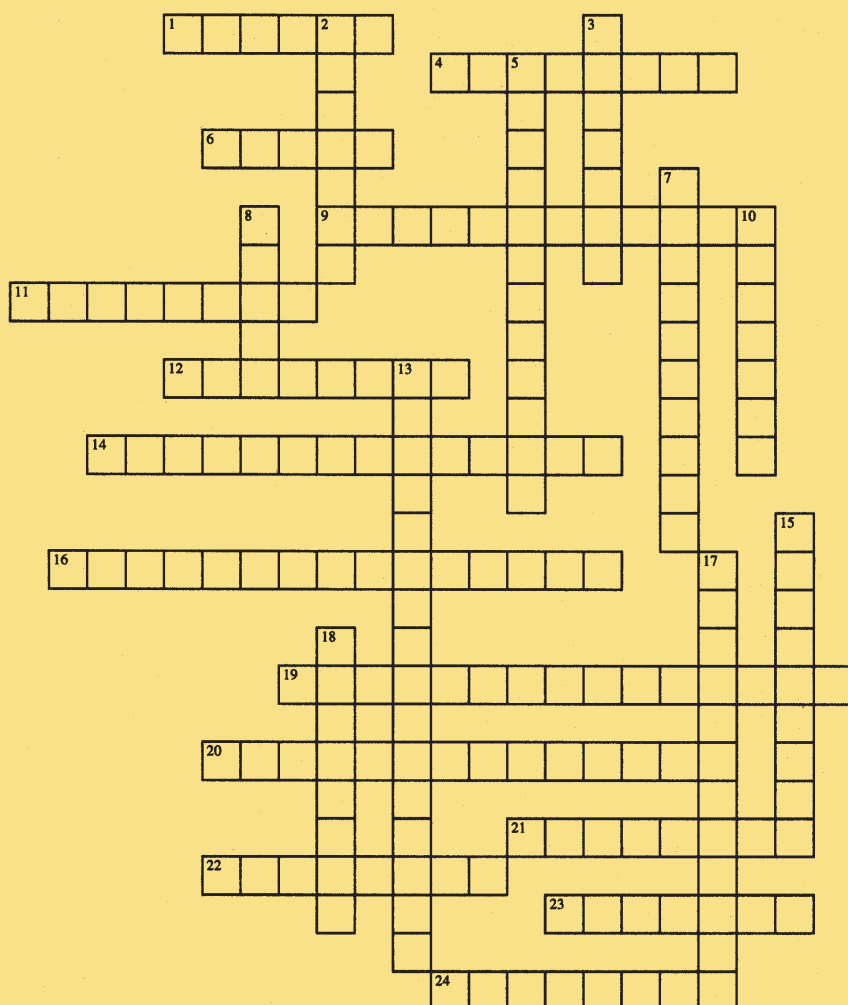
*The full text of Vision 2012 is available on the Shipyard Intranet. From the main homepage, click on "Command Info," and then "Vision 2012."*

*In future issues of the Shipyard Log, you will see updates on our progress toward achieving Vision 2012.*

## Learning Shipyard: Test your knowledge

### Across

1. This reality describes where we want to be
4. One of the three measures in the 2012 vision
6. Lean gives you these to improve processes



9. Synergistic process of collective thinking (two words)
11. Involves suspending assumptions, generative listening, and more
12. Business measures focus on this
14. Project measures focus on these
16. "Boundaryless-ness," ability to act in the best interest of the entire Shipyard (two words)
19. Increases O.U.R. (Ownership, Urgency, Results) personal capacity (two words)
20. These behaviors are one of three measures in the 2012 vision
21. Use a reverse \_\_\_\_\_ to analyze and approach a solution
22. Too much limits learning
23. One of three measures in the 2012 vision
24. Ask these to ensure an accurate perspective of a challenge (two words)

### Down

2. Current \_\_\_\_\_ describes where we are
3. Too much leads to lack of closure
5. Commitment to future we seek to create (two words)
7. A skillful \_\_\_\_\_ requires self-awareness and a balance between inquiry and advocacy
8. Loyalty to this is imperative
10. Codes 200 (Engineering), 300 (Operations), and 900 (Resources) collectively are the center of this
13. We will create the future we desire by constantly changing in sync with the changing environment and becoming this (two words)
15. This ladder causes us to leap to knee-jerk reactions
17. One's view of the world; deeply engrained assumptions (two words)
18. Learning Organization (LO) focuses on this to help drive improvement

Answers on pg. 12



National Security Personnel System Program Manager Thora Theisen hands over to FT2 Steven Robertson paperback books and other goodies she donated in support of the IA Care Package Donation Drive July 10. More than 100 Shipyarders dropped off contributions to be sent to Shipyard Sailors and Reservists deployed overseas.



# Shipyarders donate care packages for Individual Augmentees overseas

Story and photo by Liane Nakahara Pearl Harbor Naval Shipyard Public Affairs

Nearly 50 Pearl Harbor Naval Shipyard Sailors and Reservists serving overseas in the war against terror will be receiving some well-deserved comfort, thanks to their fellow Shipyarders.

Civilian and military personnel donated a little over \$1,500 worth of items in just a few hours at the Shipyard's Individual Augmentee (IA) care-package donation drive July 10.

"Most of our Sailors overseas are working 12-hour shifts, six days a week, in 130-plus degree temperatures," said Chief Sonar Technician (Submarine) (SS) Decker Jordan, the Shipyard's IA program coordinator. "The care packages are a big message to them that we still care."

The 64-square-foot donation box was filled to the top with items like coffee, some toiletries, books, and magazines.

"This was a great outcome," said Fire Control Technician 2<sup>nd</sup> Class Steven Robertson, one of the care package drive organizers. "Seeing the Shipyard come out and support these guys is incredible."

Jordan explained that the Chief Petty Officers Association at the Shipyard decided last winter to sponsor and subsidize the cost for Christmas care packages. It had been the group's goal for each IA to receive a care package from the Command two times while on deployment.

Deputy Shipyard Commander Capt. Richard Verbeke, who has great personal interest in the IA program, encouraged the military personnel at the Shipyard to do more with the care package program.

"With his direction, the heart our Sailors put into organizing it, and the outstanding generosity of everyone in the Shipyard, we have expanded the program to ensure Sailors see a care pack-

age once a quarter and on their birthdays," said Jordan. "In a sense, this drive was really just the beginning."

Jordan, who has been the IA program coordinator for the past year, works with the IAs and their families throughout the entire process. He applies feedback from the Sailors to help make new IA processing easier. Former IAs are even asked to speak to those beginning the process to give them a no-nonsense feel of what is ahead of them.

"We take an active approach in looking after IA families while our Sailors are deployed," said Jordan. "We maintain regular contact with them, have gatherings, and invite the spouses to all of the Command's functions."

Every returning Sailor that Jordan has spoken to in the past year has said that care packages are one of the best things that their commands can do for them while they're deployed.

This feedback from former IAs has also helped Robertson and Electronics Technician 2<sup>nd</sup> Class (SS) Alfredo Medina to put together a list of requested items to donate.

"We've learned from some of our current and former IAs that a baby-wipe bath may be the only bath they have for days," said Medina.

About 35 active-duty military personnel and 13 civilian employees in the Reserves are serving as IAs overseas.

The next care package donation drive is scheduled to take place in November. Some items in need are batteries, flashlights, handheld and board games, DVDs and nonperishable snacks.

Jordan said, "We have a good start, and watching talk turn into reality has been truly amazing."

# Lt. Gov. Aiona: *Yard's successes are Hawaii's successes*

By Lt. Gov. James "Duke" Aiona

*I had the recent privilege of helping to celebrate the Pearl Harbor Naval Shipyard's centennial anniversary, and ushering in its next 100 years of steadfast leadership and service.*

*The Pearl Harbor Naval Shipyard is a source of pride for the people of Hawai'i, and a national treasure. It has played an important role in Hawai'i's social, cultural and economic history, as virtually every family with roots in Hawai'i has been positively impacted by the Shipyard in some form over the past century.*

*Pearl Harbor's successes have been our successes. And its trials by fire have been ours as well. The thousands of hardworking men and women of the Pearl Harbor Naval Shipyard have instilled in our people an ethic of taking personal responsibility for the well-being of our state and nation.*

*They stepped forward to answer the call of freedom time and time again, and they will continue to play a pivotal role in not only the defense of our nation, but the growth and prosperity of a free people.*

*Today, nearly 5,000 sailors and civilians are employed at the Shipyard, making it the largest fully integrated military-civilian workforce involved in shipyard work in the United States.*



Lt. Gov. James "Duke" Aiona speaks at the Shipyard's Birthday Bash May 13.

*As Hawai'i's largest industrial employer, the Shipyard has contributed to the livelihood of thousands of Hawai'i families and generates more than \$600 million annually for our local economy.*

*The Shipyard will continue to be a vital part of our economy, as it is strategically positioned to enter a new century of ensuring the security of our nation and the Asia-Pacific region.*

*As Lt. Governor, my focus has been on what*

*we can do to improve the lives of all the people in Hawai'i now and into the future. We need long-term, strategic thinking to remain competitive in the future while maintaining our unique natural resources, rich cultural diversity and special quality of life.*

*By investing heavily in the future of our state with its Apprentice, Engineer Co-Op, scholarship program with our community colleges and other student-hire programs, and through its generous mentorship and support of robotics education in our high schools, the Shipyard is helping to lay the groundwork for Hawai'i to remain competitive in the global economy and beyond by keeping our local talent educated and gainfully employed.*

*Without the brave, hardworking men and women of the Pearl Harbor Naval Shipyard, we would not have the luxury of such thinking. We would not have the level of safety and security that we as free Americans currently enjoy. Quite simply, the sun would not be shining so brightly on our state.*

*Mahalo for continuing to keep our ships fit to fight; mahalo for adding to the fabric of our state and nation; and mahalo for being an everlasting symbol of freedom, justice and the American way.*

## Hui malama cleanup: Taking care of O.U.R. Shipyard

Story and photo by Marshall Fukuki, Pearl Harbor Naval Shipyard Public Affairs

Hui Malama – the Take Care Team – did just that in coming together to conduct a general cleanup of the Pearl Harbor Naval Shipyard July 11.

"A clean and safe waterfront supports the mission of the Shipyard and prepares us for the future," said Production Resources Manager Gregory "Kaipo" Crowell.

Trades workers who were available that morning gathered at the former satellite cafeteria for a briefing and stretching exercises, then fanned out to clean up around dry docks 1, 2 and 3 and Bravo 1 and 2 piers.

According to Deputy Production Resources Manager Richard Rodrigues, those areas were selected because "it's where many of our people work and live."

As he knelt on one knee to bag trash and weeds near an old steam outlet, Rodrigues said, "We walk by this place every day and we don't realize how messy it is. We just accept the condition of things (and think) 'It's not mine to clean up.'"

White-collar Yarders also participated. Among the volunteers were Program Analysts Deborah Lau and Doreen Murakami. Lau said, "It's a good idea ... to have pride where you work." When asked what was the most common type of trash she was finding, she said, "Cigarette butts. It's disgusting and hard to pick up."

Murakami said setting aside time for a cleanup was "good because otherwise, it never gets done." She said she volunteered because she wanted to help beautify the industrial area.

"It makes you feel better to come to work in a clean place," she said.

Crowell reported that the material removed from the waterfront included seven trailers of scrap metal, four trailers of wood, four 40-foot Dumpsters of rubbish, and more than 140 inoperable bicycles and frames.

Thanking all Hui Malama participants, he said, "We need to sustain the effort of keeping our waterfront clean and organized."

Porsche Yogi (left) and Kai Sanders were among a group of apprentices cleaning up around Building 9. Yogi, commenting on the cleanup, said, "It's to take ownership for the place we work." Sanders said,

"It's a good bonding experience, bringing all the workers together."





## Change in government travel card contractor

Attention, government travel cardholders. Pearl Harbor Naval Shipyard is transitioning to a new travel card contractor.

To ensure new accounts are set up properly, you were asked to provide current cardholder information. Please inform your Agency Program Coordinators (APCs) of any address changes immediately. New cards will be issued sometime during September-October.

You must acknowledge receipt of the card when you get it. Do not destroy your Bank of America (BOA) card until after Nov. 29. Your current BOA card is valid until this date. If you are traveling during the turnover period, Nov. 29-30, you will need to have both travel cards with you.

Questions? Contact your APCs — Kathy Nakata at 473-9358, Judith Wong at 473-9354 or Steven Nakamura at 473-9353.

## Safe Shop of the Month



## Shop 67 Electronics Shop

Electronics Shop 67 was selected as the Safe Shop of the Month for April 2008.

Shipyards Commander Capt. Gregory Thomas (center, holding plaque) presented the perpetual award plaque June 26 at Building 214. Accepting on behalf of the shop were first-year apprentice Anastasia Kritikos and supervisor Alan Itsuno (to the left and right respectively of Thomas).

## VPP Passport Awards

Congratulations to the following employees who completed the requirements for the Voluntary Protection Program (VPP) Passports and were approved for their awards in January and February 2008.

### JANUARY

#### Supervisors

James Joseph Jr., Shop 26  
Richard Rodrigues, Code 900B  
Gregory Ng, Code 300

#### Employees

Laura Baldauf, Code 900T  
Charles Chu Jr., Code 105.3  
Gerald Chun, Code 300  
Kevin Dang, Code 138  
Weston Fujii, Code 2370  
Paula Fukutomi, Code 2305.2  
Jason Hence, Code 138.3  
Dane Kageno, Shop 26  
Montrose Kahue, Shop 71  
Kevin Kearns, Code 2340  
Nolan Kurahashi, Code 244  
Douglas Lau, Code 244

Patrick Lee, Code 244  
Dav Mahiai, Shop 71  
Mark Miyamoto, Code 2340  
Myles Mizuno, Code 2370  
Kelly Molnar, Code 2340  
Anthony Park, Shop 71  
Skye Shimizu, Code 139  
Blayne Taguchi, Code 960  
Derek Todd, Shop 71  
Henry Zane, Shop 11

### FEBRUARY

#### Employees

Felicitimo Alvarez, Code 106.3  
David Ayonon, Shop 71  
Leighton Bow, Shop 56  
Glenda Buendia, Code 246  
David Cababag, Shop 56

Valaria Cardus, Code 106.3  
Paul Ching, Code 106.3  
Steven Ching, Code 105.5  
Gene Christmas, Code 400  
Patricia Coleman, Code 106.3  
Jenice Correa, Shop 56  
Jacob Faainuinu, Shop 56  
Irvin Fleming, Code 106.3  
Jon Fukuda, Code 246  
Felinar Guillermo, Shop 71  
Brandon Hardy, Shop 71  
Craig Hishinuma, Code 105.5  
Jodee-Kalae Inoue, Shop 98  
Daniel Kawahakui, Shop 56  
Andrew Konopka, Shop 52  
Bryant Lee Loy, Shop 56  
Kitt Lee Sugai, Code 105.5  
Lance Loebl, Shop 56  
Karrie Maeda, Code 106.3

Jerome Mendez, Shop 56  
Randy Morales, Shop 71  
Arden Nagai, Code 106.3  
Shane Nakata, Shop 56  
Fernando Nerona, Code 105.5  
Leslie Neves, Shop 56  
Cary Nishijima, Code 105.5  
Garren Osako, Shop 56  
Paul Ramirez, Code 246  
Rolando Resurreccion, Code 106.3  
James Roswell, Code 300  
Byron Seto, Shop 56  
Harris Shiroma, Code 244  
Wayne Steiner, Shop 55  
Tracey Takamiya, Shop 56  
Yolanda Young, Code 105.5



# Guidelines for political activity

By Pearl Harbor Naval Shipyard Office of Counsel

As we move into the election season it is important that Shipyard civilian employee participation in the political process fall within allowable guidelines.

Federal law limits the range of political activity allowed by employees of the federal government. Generally, most federal employees are permitted to take an active part in political management and political campaigns. Below is a brief summary of the rules that apply to most civilian Pearl Harbor Naval Shipyard employees.

## Permitted Activities

Shipyard employees:

- 1) May participate in non-partisan political activities. Non-partisan political activities include those elections where the candidates run on their own merit and not as members of a political party. Examples of these elections typically include neighborhood boards, school boards, and various councils.
- 2) May participate in non-partisan civic, community, social, labor, or professional organizations.
- 3) May participate in political organizations. This includes serving as an officer of a political party or group, attending/participating in nominating caucuses, and organizing a political organization or group.
- 4) May participate in political conventions, rallies, or other gatherings.

5) May display pictures, signs, stickers, buttons, etc; initiate/circulate nominating petitions; canvass votes; endorse or oppose partisan candidates in political advertisements; address a convention, caucus, or rally; take active part in managing political campaigns; be a candidate in non-partisan elections; attend political fundraisers.

During elections, Shipyard employees may serve at polling places; serve as an election judge or clerk; and drive voters to polling places.

## Prohibited Activities

Although the list of allowable participation is very broad, there are some things a federal employee may **not** do. These include:

- 1) May not be a candidate for election to partisan political office.
- 2) May not use your official authority to interfere/influence the election.
- 3) May not use your official authority or title to fundraise.
- 4) May not personally solicit political contributions from the general public (e.g., in a fundraising speech).
- 5) And, most importantly, you may **not** participate in the permissible political activities described earlier while on duty, while in a federal workplace, or in a government vehicle. This includes the use of e-mail or Internet forums, while on duty, for any campaign-related discussions.

## For more information

Further guidance can be found on the Shipyard Intranet. From the Intranet Homepage, go to the Code 107 site and click on "Ethics Guidance for Elections."

If you are a uniformed Shipyarder, call Lt. Justin Hawks of the Regional Legal Services Office Hawaii at 473-4633.

If you are a civilian Shipyarder and wish to speak to someone regarding political activities, call either of the following attorneys in the Shipyard Office of Counsel:

- |                                     |                    |
|-------------------------------------|--------------------|
| • Ernest James, Counsel             | 473-8000 ext. 2573 |
| • James Schubert, Assistant Counsel | 473-8000 ext. 3324 |



## Mahalo from Special Olympics Hawaii



Nearly 180 Pearl Harbor Naval Shipyard (PHNSY) workers, family members and friends devoted part of their Memorial Day weekend to make it possible for disabled athletes to compete in aquatic events.

In a message to the Shipyard Commander, Cindy Ujimori, director of volunteers for Special Olympics Hawaii, said, "Aloha, Capt. Thomas! On behalf of over 1,000 Special Olympic athletes

and coaches, thank you very much for your support at our 40th Annual State Summer Games!

"Without you, Yvette Flynn and the many, many volunteers from the PHNSY, swimming just wouldn't be the success that it is! You all make this event such an exciting and enthusiastic venue, I know our athletes truly feel they are the best they can be in your hands!

"Special Olympics was founded on the belief that people with intellectual disabilities can — with proper instruction and encouragement — learn, enjoy and benefit from participation in sports and lead productive lives.

"Special Olympics athletes work very hard to overcome many challenges and, with the constant support of PHNSY, this can be a reality."

# Summer Splash at water park Aug. 23

By Nolan Chang, Deputy Congressional and Public Affairs Officer

Get your tickets and wristbands now! Tickets are going fast for Summer Splash, the Pearl Harbor Naval Shipyard picnic at Hawaiian Adventures Water Park, to be held Aug. 23, 9:30 a.m.–5 p.m. See your Morale, Welfare and Recreation (MWR) representatives before it's too late.

Shipyard employees pay \$15 per ticket, up to a limit of 20 tickets, until Aug. 11. From Aug. 12–15, the price increases to \$25 per ticket. Employees of tenant commands pay \$25 per ticket and may purchase tickets from Aug. 12–15. Annual pass holders pay \$10 per ticket. Children ages 2 and younger are free. Cash only accepted for ticket purchases. Tickets and wrist bands are required for admission. Tickets will not be sold after Aug. 15.

## Great Shipyard Entertainment

Naeco—Shop 67; 7 Something—The Riggers; MUrge—former Shipyard employee Hiram Barboza and the gang; Offnite; Puolu Lane—Shop 56; Sin to Society

New Attraction—The 50-foot-tall Tornado is the largest ride at the park. Imagine rushing down a 130-foot tunnel. Within seconds, riders will be driven upwards into the upper hemisphere of the Tornado flume where they will splash back and forth on vertical banks.

Great Grinds—All you can eat during your assigned lunch period. Menu includes kalua pork, baked herb chicken, jumbo hot dog, seasonal fresh fruit, tossed salad, rice, and fresh brownies.

Beverages are free. No food or drinks from outside. You must eat in the picnic area.

## Attraction Start Times

**9:30 a.m.** - Keiki Kove, Volcano Express, Cliffhanger, Da Flowrider, Hurricane Bay, Tornado

**10:30 a.m.** - Shaka Surfslider, Big Kahuna, Waianae Coasters, Water World, Kapolei Kooler

**10 a.m. – 8:30 p.m.** - Adventure Golf

Attractions you must pay for Flowrider, Adventure Golf, Win Every Time, Hot Shot, Water Wars, tattoos, park lockers, and park concession stands.

All other attractions are free.

## Rubber Ducky Race Fundraiser

\$1 per duck or six for \$5 pre-sale. Purchase as many ducks as you wish.

Top 10 finishers win prizes and MWR reps will collect money

## Restrictions

The following items are not allowed in the park: straws, coolers, glass products, tents, and long-legged beach chairs.

Do not exchange wristbands or take drinks and food outside the picnic area.

## For more information

For tickets and details, see your MWR representative.

More information can be found on e-mail, posters, Broadcast Mail and the Shipyard Intranet Homepage.

For directions and water park information, go online to [www.hawaiianwaters.com](http://www.hawaiianwaters.com).

# Summer Safety Tips

By Geordie Akuna, Occupational Safety and Health Specialist

*Each season brings new hazards with it and summer is no different. From sunburn to box jellyfish stings, you can be prepared for any hazard by thinking ahead.*

## IF YOU THIRST, THINK WATER FIRST!

- About two-thirds of the human body is made up of water. Because of this, proper hydration during summer months is especially important to keep your body in its best shape, both on and off the job.

- Don't get dehydrated! Warning signs to watch for include thirst, irritability, headache, lightheadedness, weakness, dizziness, nausea, decreased performance, cramps, dry or sticky mouth

- Drinking water is the best method for counteracting the signs of dehydration. Remember, your body loses more than 1.5 liters of water on average each day. Best advice? Drink water **before** you get thirsty! It's recommended that you drink eight 8-oz. glasses of water daily. Sound like too much? That's just four bottles of Dasani!

## HAVE FUN IN THE SUN, PROTECT YOURSELF, TOO!

- Apply a sunscreen with a sun protection factor (SPF) of at least 15, and remember to reapply frequently. If you have fair skin or a history of multiple sunburns, se-

lect sunscreen with a higher SPF. And, don't forget to protect your lips!

- Monitor your time in the sun. If your skin starts to burn, find some shade.

- Wear sunglasses and wide-brimmed hats to protect your eyes and face from ultraviolet rays.

## BASIC OCEAN SAFETY TIPS

- Swim in lifeguarded areas. Never swim alone.

- Don't dive into unknown waters or into shallow-breaking waves.

- Ask a lifeguard about beach and surf conditions before swimming. If in doubt, just stay out!

- If you are unable to swim out of a strong current, signal for help.

- Rely on your swimming ability rather than a flotation device.

- Look for, read and obey all beach safety signs and symbols.

## WARNING - STINGS ARE PAINFUL!

Most ocean situations in Hawaii are safe and enjoyable, but every natural environment has its share of homegrown hazards. The stings of box jellyfish and Portuguese man-of-war found in Hawaii are very painful and can even cause anaphylactic shock in some individuals.

- Portuguese Man-of-War, commonly known as the *bluebottle*, looks and acts like a single organism but is actually a colony of specialized animals. It consists of a translucent, gas-filled float, beneath which are clusters of polyps from which hang tentacles.

- Color: Purplish-blue
- Usual size: Float to 2 inches; tentacles to 30 feet

- Location: Windward beaches during trade winds (onshore) and Leeward beaches during Kona (offshore) winds.

- Treatment for sting: Pluck off tentacles; rinse skin; apply ice for pain.

- Box Jellyfish is a bizarre, highly poisonous predator. The eyes occur in clusters on the four sides of the cube-like body.

- Color: Clear, nearly transparent
- Usual size: 1 to 3 inches tall; tentacles to 2 feet long.

- Location: Leeward (west and south) beaches 9 to 10 days after the full moon.

- Treatment for sting: Douse skin with vinegar; rinse; apply ice for pain.

*Familiarize yourself with the potential hazards of summer so that you can enjoy the ocean with greater pleasure, confidence, and safety.*





Photo by Curtis Chong

## 83 teams participate

By Curtis Chong, Tournament Chairman

It was a beautiful day for fishing. The winds were typical Waianae and the tide just right as 83 excited teams got ready at Waianae Small Boat Harbor for the 2008 Pearl Harbor Fishing Tournament (PHFT) July 12. The number of boats was the largest in tournament history because the Pearl Harbor Naval Shipyard is celebrating its Centennial this year.

Earlier during the week, there were few signs of fishing action for the weekend. The Ahi Fever Tournaments did not produce the usual heavy catches and I was not getting the seasonal phone calls from friends reporting that "the ahi is busting at Waianae."

A few hours after fishing began for the PHFT, the "fleet" from Pearl Harbor started making steady calls into tournament base. The teams stayed with it and by day's end, every flag fish category was more than covered.

There were lots of pictures to take and stories to share. Contestants brought in 17 marlin, seven ono, seven mahimahi and six ahi. The weigh-in crew scaled over 3,800 pounds of fish.

The day ended nicely with participants and staff having a great time. This year's event was a good tournament with many prizes, thanks to our generous sponsors. The committee and I want to thank everyone who helped out. Many of this year's contestants commented that they enjoyed themselves, the tournament was well-run and they are looking forward to next year.

We're already making plans for our 17th annual Pearl Harbor Fishing Tournament next year!

The JCS team caught a 197.6-pound marlin to win the Pearl Harbor Fishing Tournament. Pictured are team members (from left) Gene Toyama, Ian Reyla, Theron Shimomaye and Gregg Lee, and tournament queen Stephanie Yamasaki.

# Centennial Fishing Tournament

## Third Time's a Charm

By Greg Lee, JCS Crewmember

For the past two years, participating in the Pearl Harbor Fishing Tournament has been a sad and empty experience for us, until this year.

It was a beautiful day, a few clouds in the sky, not too much wind, just a perfect day to be out at sea.

Capt. Theron and crew members Gene, Ian and I of the JCS were psyched up and ready to catch some fish. We set our lines and headed straight out from Waianae Boat Harbor towards the Pinnacle.

Ian spotted birds out towards Kaena Point so we detoured and, on our way there, we had our first knockdown strike on the center pole. We circled around to see if we could get another hit, but whatever hit it was gone. By the time we got to the birds, they were all sitting down, so we slowly headed back towards the Pinnacle.

Throughout the morning, we weaved back and forth and Theron yelled "Hanapaa" at least five more times when the center pole and outrigger clips flew off. Not one of them stuck, so we cranked the lures in and re-sharpened the hooks, hoping to snag something on the next knock-down.

The short line starboard aft lure was putting out good smoke all day. Then, at a little past noon, something hit it but didn't stick again.

Ian grabbed the pole, let out more line, then started cranking in with the reel really fast. Hanapaa! The marlin hit the lure again and Ian pulled hard to set the hook in good. Gene and I started clearing all the other lines to avoid tangling and the possibility of losing the fish.

The fish threw us off because it ran only about 50 yards and stopped. I can still hear Ian saying "Dis buggah green" as he had to let go of the line as the marlin sent the reel singing again and again. At times, the marlin stayed fixed on the starboard side 25 feet away from the boat and would dart back out repeatedly. Gene and Ian worked the fish for almost 40 minutes and was joined by Theron to land the fish, as I manned the bridge.

After the marlin was onboard and secured, everyone cheered and gave each other high-fives. It was a nice fish and we called it in at 125 pounds. Little did we know that this marlin would be the largest catch of the day at 197.6 pounds and give us the first place and Centennial trophies of the tournament.

The JCS team would like to express our heartfelt gratitude to all of the tournament sponsors and especially to Capt. Thomas, Curtis, Wayne, Kimo, Bridgit, Thora, Jerry and all the other volunteers for their time and effort that made this event a success. Mahalo and God bless!

# [Nuts 'n Bolts]

## Leave transfer qualifiers

The following are eligible for donations of annual leave:

### Shipyard

- Mona Black, Code 970
- Leonard Bulda, Shop 38
- Nancy Cavaco, Code 135
- Kaile Kay, Code 740
- Joreen Lono, Code 900
- Henry Mata, Shop 51
- Laura McMillan, Code 1120
- Monique Monje, Shop 38
- Becky Pyo, Code 400
- Lizbeth Zivotsky, Code 900T

### U.S. Coast Guard

- Stephen Bryant
- Sharon Bussey
- Robert Hicks
- Jeremy Hoeger
- Effie Meeks

### Human Resources Service Center Pacific

- Stacie Koga

If you have any questions, call 473-8000 ext. 2541.

## Focus survey results

Results of the Quarterly Employee Focus Survey, conducted June 2-13, are in. The average rating of the overall Shipyard climate remained at 3.1 (out of a possible 5.0) with very little variation between the scores from February's survey.

As in previous surveys, the three questions addressing safety scored the highest while those that deal with accepting change and trust in management

again had the greatest room for improvement.

The next followup survey will be Aug. 4-15. Check Broadcast Mail for the survey link.

## Aloha to retirees

Fair winds and following seas to our Shipyard retirees.

### May

- Irineo Sunico
- Gordon Maemori

### June

- Craig Kukonu
- Mel Villiatora
- Machinist's Mate 1st Class Michael Knapp

Chief Electronics Technician

Edward Lockwood

Senior Chief Sonar Technician (Surface) Michael Rose

## Time-off award

Nearly all civilian Shipyarders received four hours of time off in their Leave and Earnings Statement (LES) July 25. The time-off award was to recognize everyone's role in finishing USS *Key West* (SSN 722) a week early.

## Ship safety position

The Operations Department, Code 300, is currently seeking a motivated and enthusiastic Shipyard employee to fill a temporary Ship Safety Specialist position, not to exceed two years, at the GS-12 grade level.

The incumbent serves as the ship safety representative and ship safety requirements manager for the project in all ship

safety matters; is the technical authority for ships' conditions and issues involving ship safety; maintains safety program goals and actions to achieve these goals in regards to ship safety; takes appropriate actions to prevent injury to personnel or damage equipment; ensures fire/flooding drills are executed as

required; and maintains oversight for satisfactory fire and flooding drill performance.

Interested applicants should apply for these positions through Civilian Hiring and Recruitment Tool (CHART) for the DON1101 Business and Industry Group announcement on the [www.donhr.navy.mil](http://www.donhr.navy.mil) Web site.

# [Marketplace]

## FOR SALE

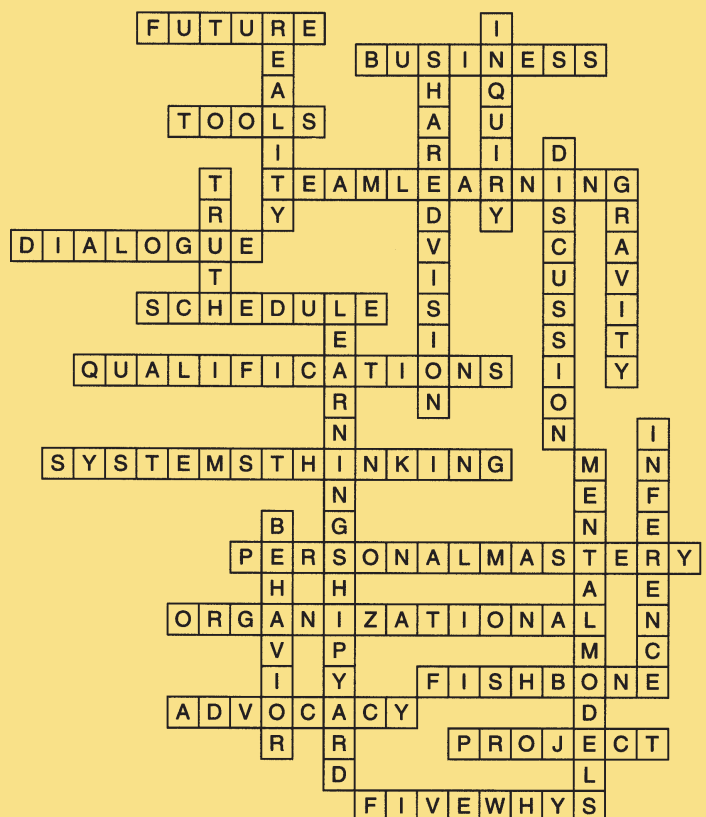
**1999 Ford F-150** — 4.2L V6, auto. trans., cold AC, AM/FM/CD, Borla dual exhaust, Lava Lining, 2-tone (silver, midnight blue) paint. 105,200 miles. Looks/runs great. Just performed 105K service. Full tank of gas (\$100 value). Current registration, safety check. \$7,500. Call Rey at 754-5558. Please leave message.

## PERSONAL

**Drummer wanted** for rock band "Jackfish." Call Ted at 778-9053 for info/questions and audition song list.

Do not submit ads for your part-time business or rentals. List your home phone number -- not your work number -- for contact. Include your name, shop/code and work phone number for verification. Send ad to Code 1160 LOG; fax to 474-0269; or e-mail to [marshall.fukuki@navy.mil](mailto:marshall.fukuki@navy.mil). Ads are not accepted over the phone.

## Learning Organization Crossword Puzzle Answer Key



## Hurricane watch and warning

Hurricane season in Hawaii is six months long, from June to November each year. During that time, many powerful weather systems originate off of Mexico and travel westward.

A cyclone that develops sustained winds of 39 to 73 mph is categorized as a tropical storm. It becomes a hurricane when sustained winds reach 74 mph or higher.

When the tropical storm or hurricane is expected within 36 hours, the National Weather Service issues a *watch* through radio, newspapers and TV. When the storm or hurricane is 24 hours or less away, a *warning* is issued. A warning means you should start actions to protect your family and property.

You should already have made a plan for what to do and assembled a survival kit. If you haven't done so yet, much information to help you prepare is available on the Internet. One local source is the City and County of Honolulu Department of Emergency Management Web site at <http://www.honolulu.gov/ocda/hurricane.htm>.